UNITED
NATIONS

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Secretariat

ST/SGB/246
23 December 1991

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: PLACEMENT AND PROMOTION*

1. In my bulletin ST/SGB/221 of 22 December 1986, I introduced a vacancy management and staff redeployment system to deal with existing and projected vacancies which, because of the recruitment freeze, were not distributed in a rational and efficient manner on the basis of programme priorities but rather were the result of unplanned personnel movements. Since it was necessary at the time to redress that imbalance expeditiously in order to avoid to the extent possible a disruption of mandated programmes, the vacancy management and staff redeployment system was established with immediate effect for the duration of the emergency situation. The system was to be reviewed in the light of the experience gained during that period, taking into consideration the longer-term needs of the Organization.

2. The recruitment freeze and the imbalances that resulted from it, which were important factors in the establishment of the vacancy management system, have now come to an end. Consequently, and after considering the views of both management and staff, and also taking into account the United Nations Administrative Tribunal Judgement No. 537 (Upadhya), I have decided to reinstate a comprehensive grade-by-grade review for promotion as provided for by Staff Rule 104.14, effective 1 January 1992. In addition to incorporating a review of eligible staff within each Department, the new placement and promotion policy improves upon features of the vacancy management system, in accordance with General Assembly resolution 45/239 A, by streamlining the mechanism for the consideration of interested, eligible staff from outside the department.

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* Personnel Manual index No. 4086.

3. I should like to emphasize that the appointment and promotion policy within the Secretariat is one which should be constantly reviewed, refined and updated in light of experience, and particularly in light of efforts to develop a comprehensive career development system for all categories of staff.

4. The modalities for the implementation of the comprehensive review for promotion and the placement procedures are set out in administrative instruction ST/AI/373 of 23 December 1991.

Javier PEREZ DE CUELLAR
Secretary-General